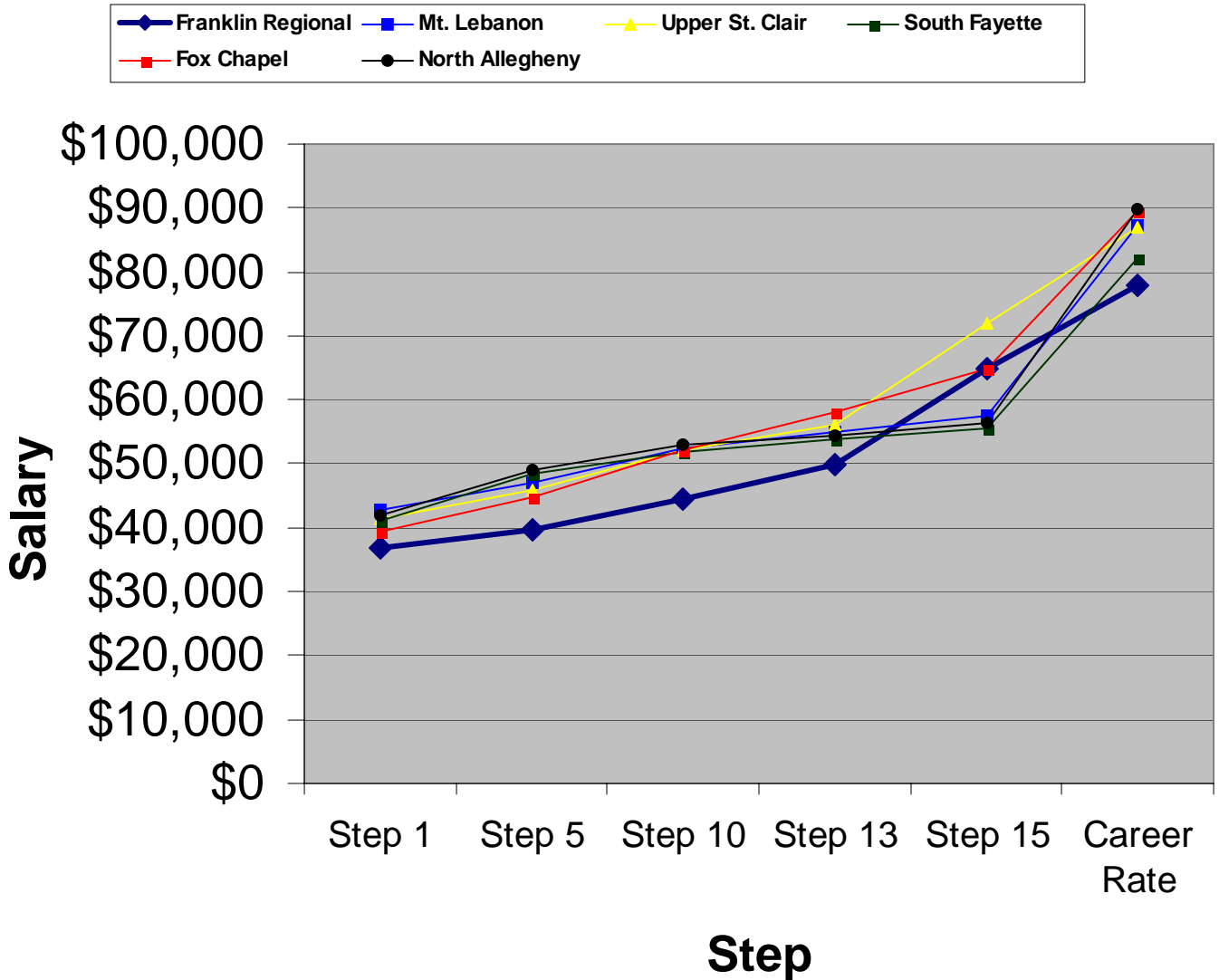


School District	Overall Reading and Math Proficiency
(Top 45, Westmoreland & Allegheny Counties)	(Percentage, 2006)
Upper St. Clair	91.6%
Mount Lebanon	91.0%
North Allegheny	89.0%
Hampton	89.0%
South Fayette	86.9%
Franklin Regional	85.2%
Pine-Richland	84.6%
Penn Trafford	84.4%
Greensburg-Salem	84.0%
Fox Chapel	83.8%
Quaker Valley	83.7%
North Hills	83.5%
Greater Latrobe	83.3%
Avonworth	83.2%
Norwin	83.0%
Bethel Park	82.8%
Hempfield	82.3%
West Jefferson	82.3%
Kiski Area	81.5%
Moon Area	80.2%
West Allegheny	79.0%
Plum Borough	79.0%
Burrell	78.3%
Montour	78.1%
Westmoreland County	78.1%
Brentwood	78.0%
Deer Lakes	76.9%
Northgate	76.5%
Riverview	76.2%
Ligonier Valley	75.8%
Jeannette City	74.6%
South Park	74.4%
Keystone Oaks	73.7%
Allegheny Valley	73.7%
Baldwin-Whitehall	73.2%
Derry Area	73.0%
Mount Pleasant	72.8%
Shaler	72.7%
Chartiers Valley	72.5%
Highlands	72.4%
Elizabeth Forward	72.0%
Belle Vernon	71.7%
Allegheny County	70.7%
Gateway	69.4%
Yough	68.7%
Carlynton	67.9%
East Allegheny	66.6%
	Source: www.schoolmatters.com

Franklin Regional is one of state's academically elite school districts. While we believe standardized testing minimizes the work and achievements of both students and faculty, these scores do reflect the excellence of our district. Franklin Regional is the highest scoring district in Westmoreland County. (Note, the overall standing of Franklin Regional would increase even higher if writing was incorporated into these averages.)

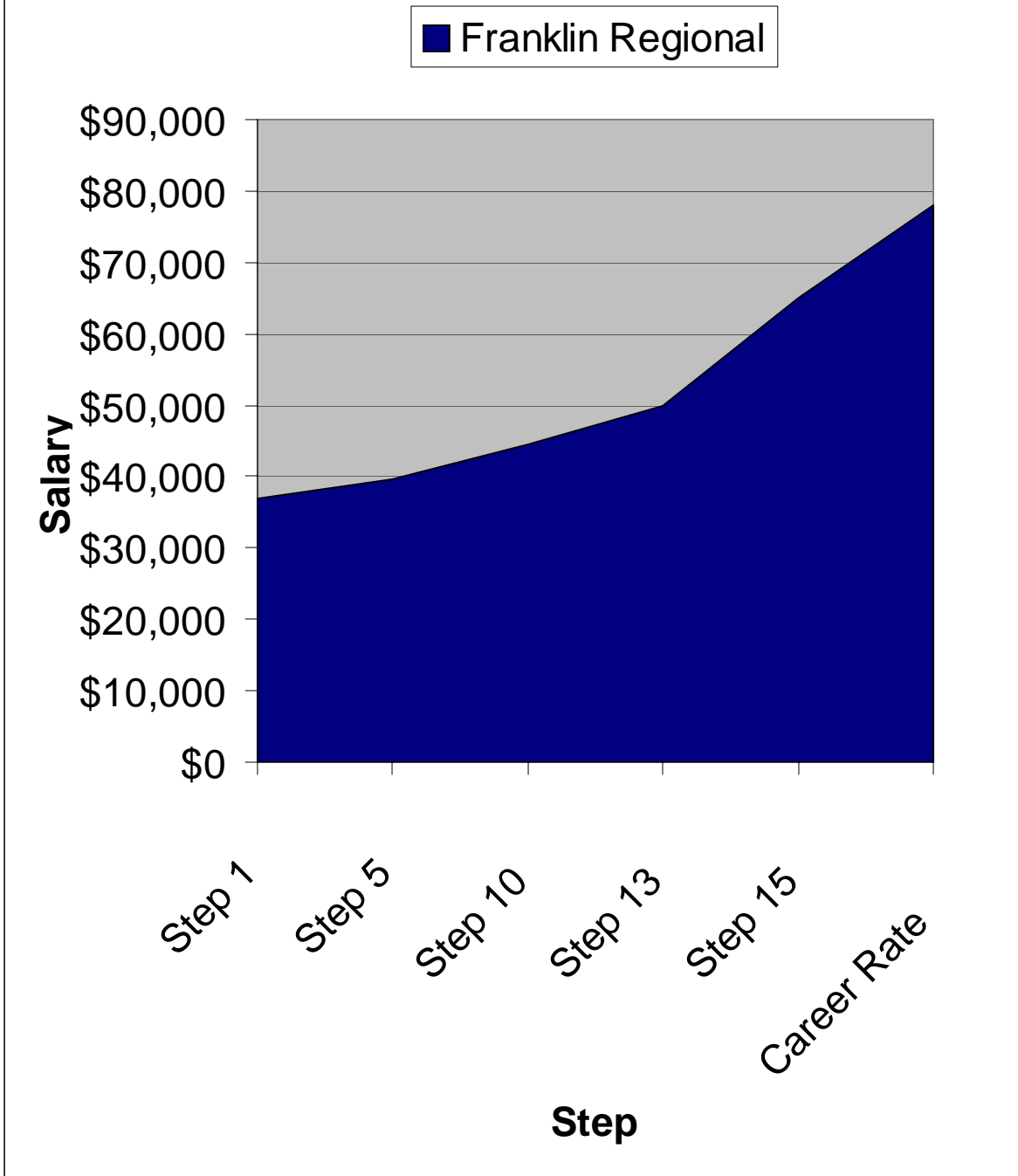
Salary Comparison with Academically Similar Districts



While Franklin Regional compares to the elite school districts of the state in terms of academic achievement, it does not favorably compare in terms of teacher compensation. As this chart shows, both the starting salary and the career rate (top of the scale) at Franklin Regional are lower than schools with comparable student achievement. For example, the starting salary at most of the schools charted above is over \$40,000. A teacher at Franklin Regional with a Master's Degree does not currently earn \$40,000 until his/her sixth year in the district.

Specific salary figures can be found on the "Salary & Data Comparison" link on this website.

Career Earnings



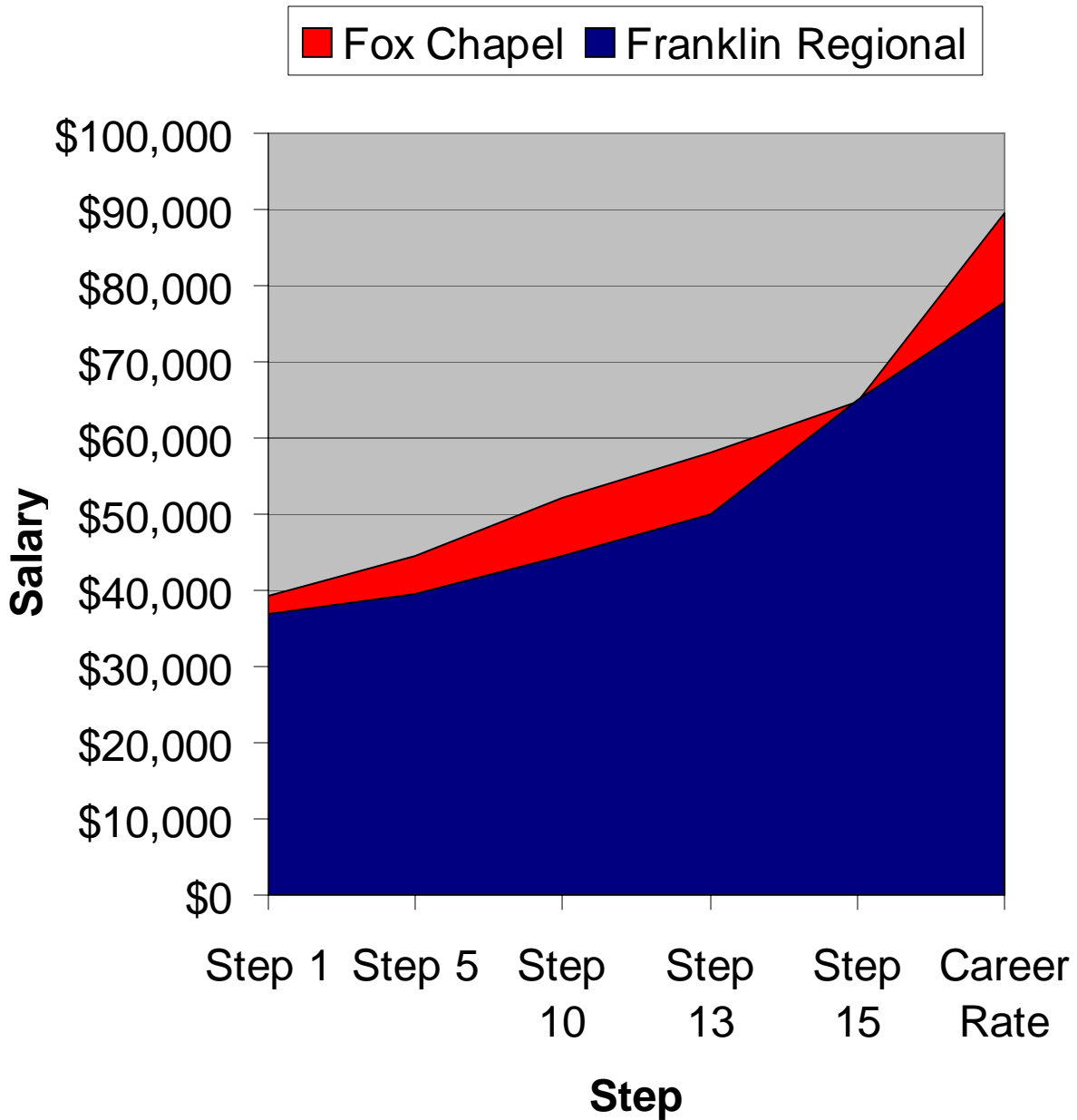
The shaded area underneath each curve represents the career earnings a teacher would accumulate if he/she spent his/her entire career in the same school district. The career earnings of a teacher at Franklin Regional are significantly less than those of teachers working in other academically elite school districts.

Career Earnings



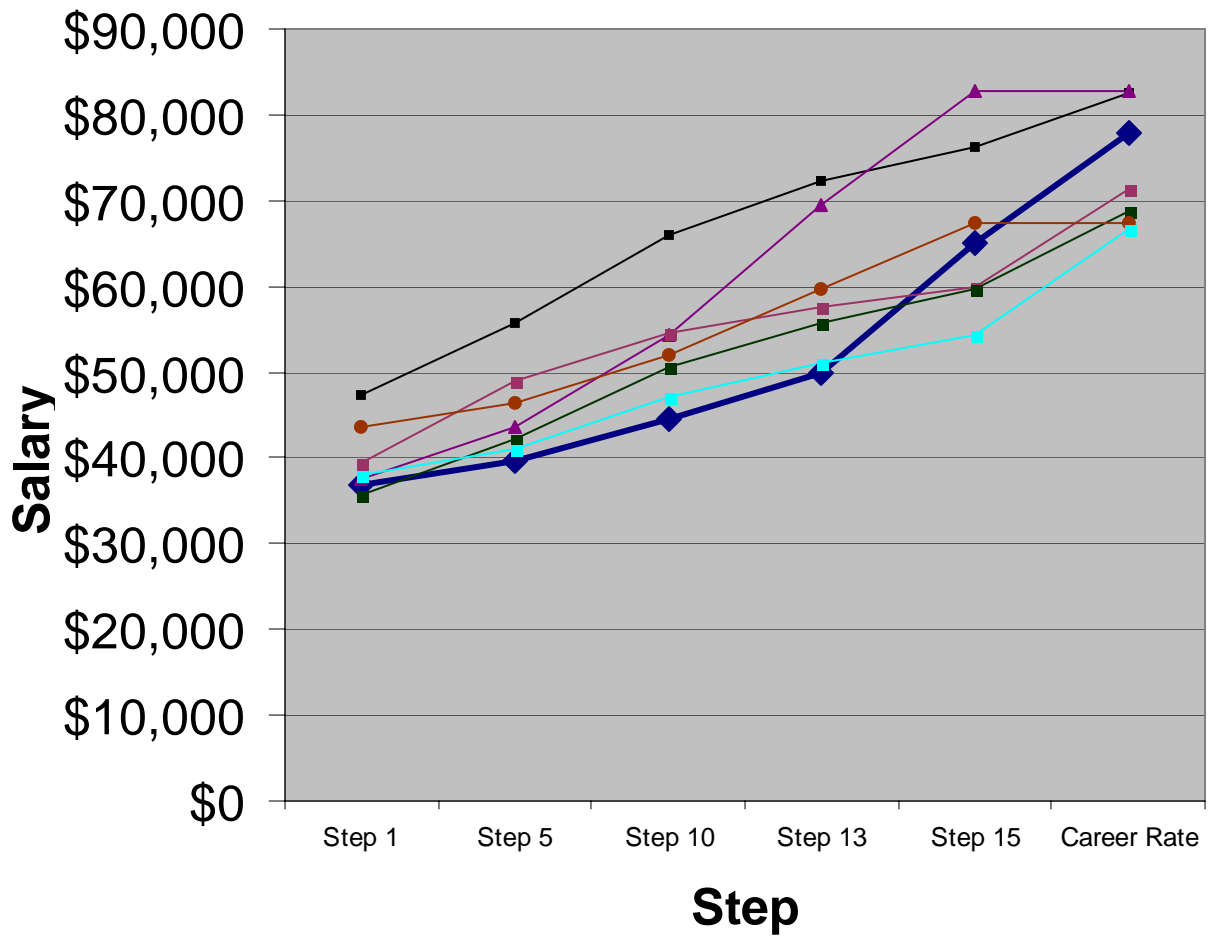
Our community should be increasingly concerned, therefore, about our district's ability to recruit and maintain the most highly qualified educators available, when teachers can earn significantly more by working for other school districts.

Career Earnings



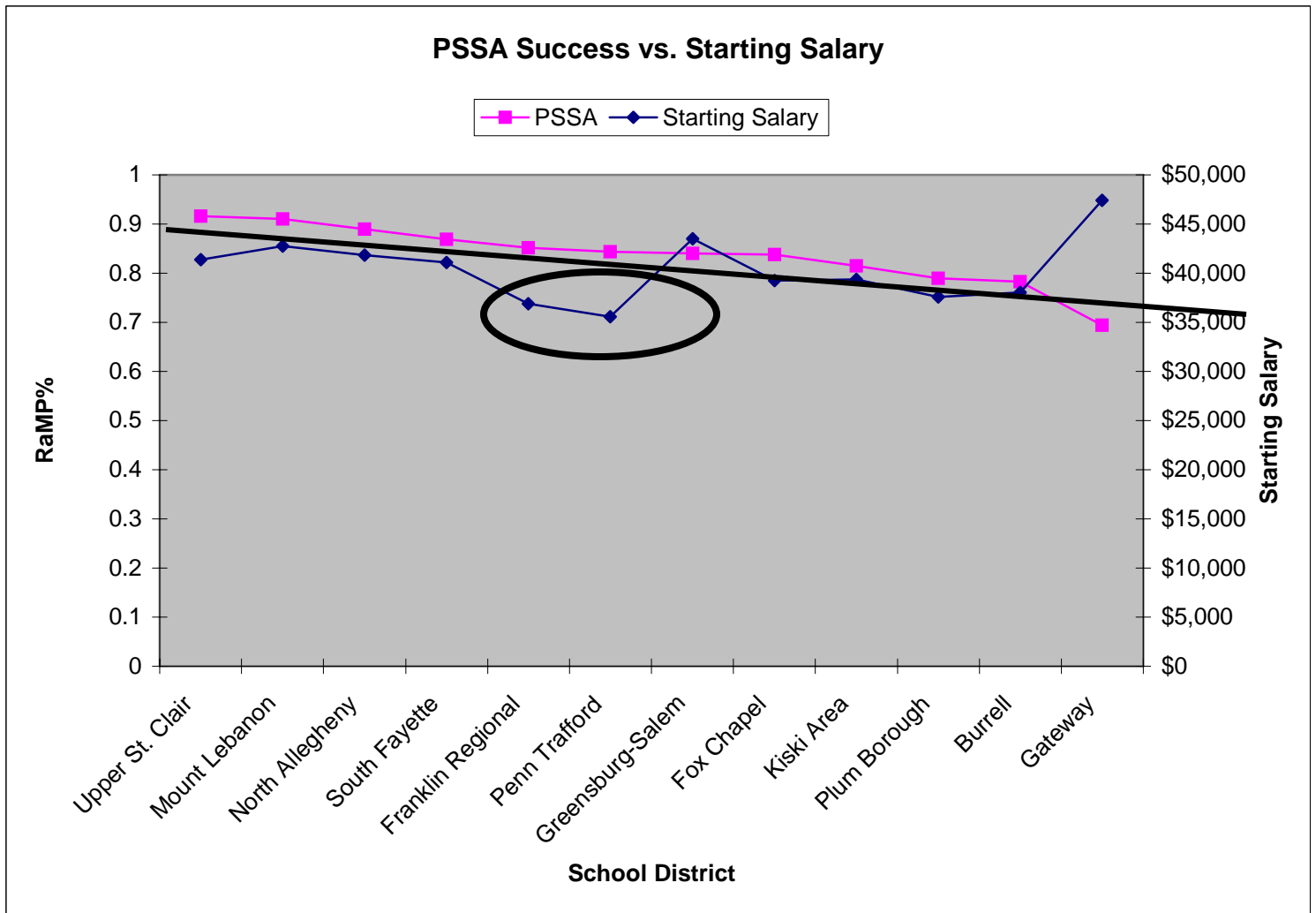
Two years ago, the senior high school alone lost three outstanding educators to Fox Chapel, where they are now each making approximately \$10,000 more per year than if they had stayed at Franklin Regional. Multiplied over a 35-year career and compounded for interest, it is not difficult to understand why they switched districts. While Franklin Regional is currently an excellent district, will we be able to maintain that excellence if highly qualified teachers continue to leave for other districts and if we are unable to recruit the most talented teachers?

Salary Comparison with Contiguous Districts

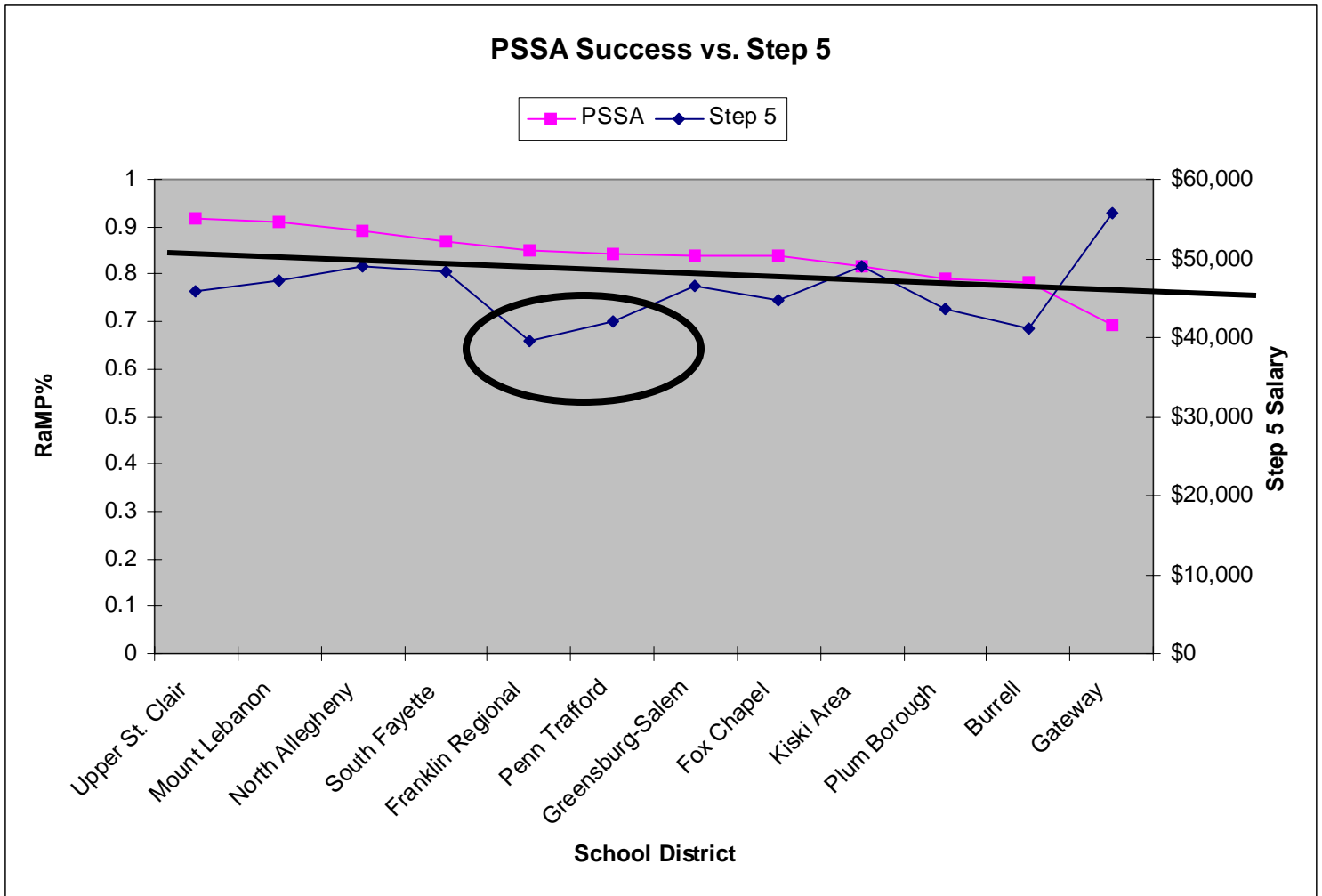


There is a common misconception that Franklin Regional teachers are highly paid, especially when compared to neighboring school districts. Although Franklin Regional continues to be the highest-performing district in Westmoreland County, as seen above, teachers at Franklin Regional during the first 13 years of their careers actually earn significantly less money than teachers at all bordering school districts. Even the career rate at Franklin Regional, often thought to be high, is not higher than all contiguous districts. In fact, no school district in Pennsylvania achieving at the same academic level as Franklin Regional has a lower career rate.

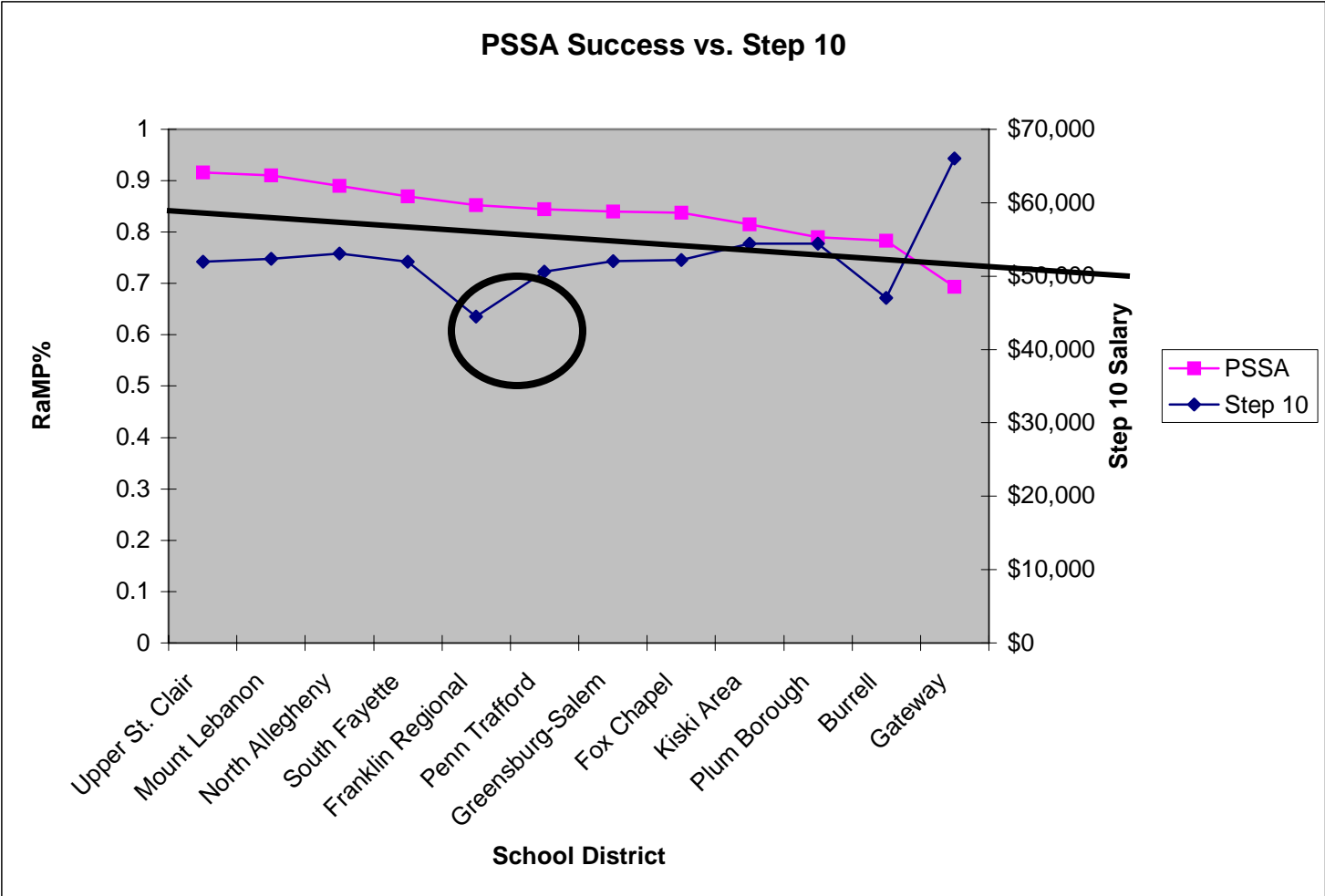
Specific salary figures can be found on the "Salary & Data Comparison" link on this website.



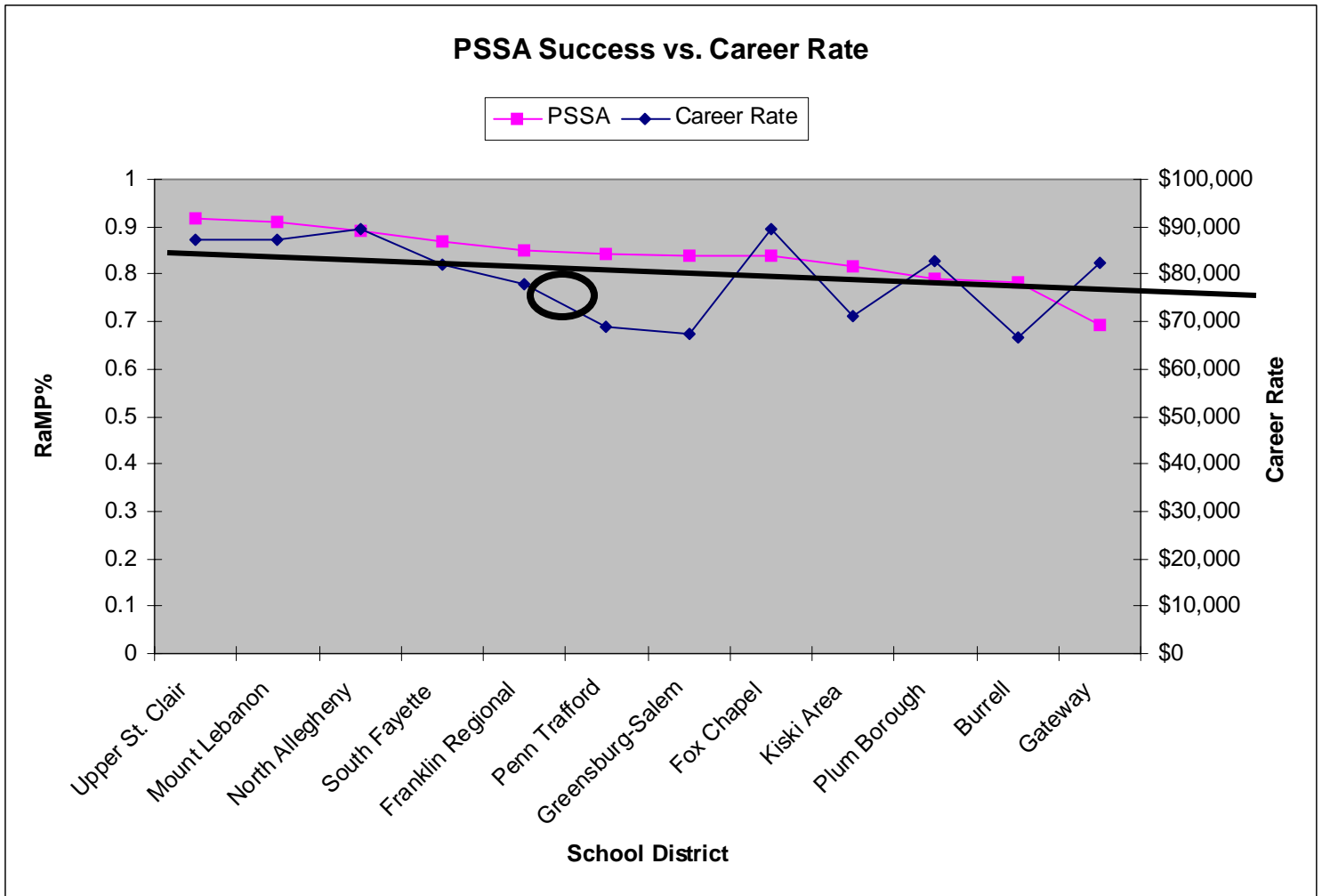
Plotting the PSSA Overall Reading and Math Proficiency percentages (RaMP%, left column) and starting salaries (right column) of both academically-comparable and contiguous school districts, one can note a solid correlation between PSSA scores and salary. (A black line has been drawn to represent this.) With respect to academic success, both Franklin Regional and Penn Trafford have notably low starting salaries for their teachers.



The disparity between Franklin Regional's academic success and its compensation of teachers becomes grows as the scale progresses. By step 5, compensation lags considerably with respect to academic achievement.



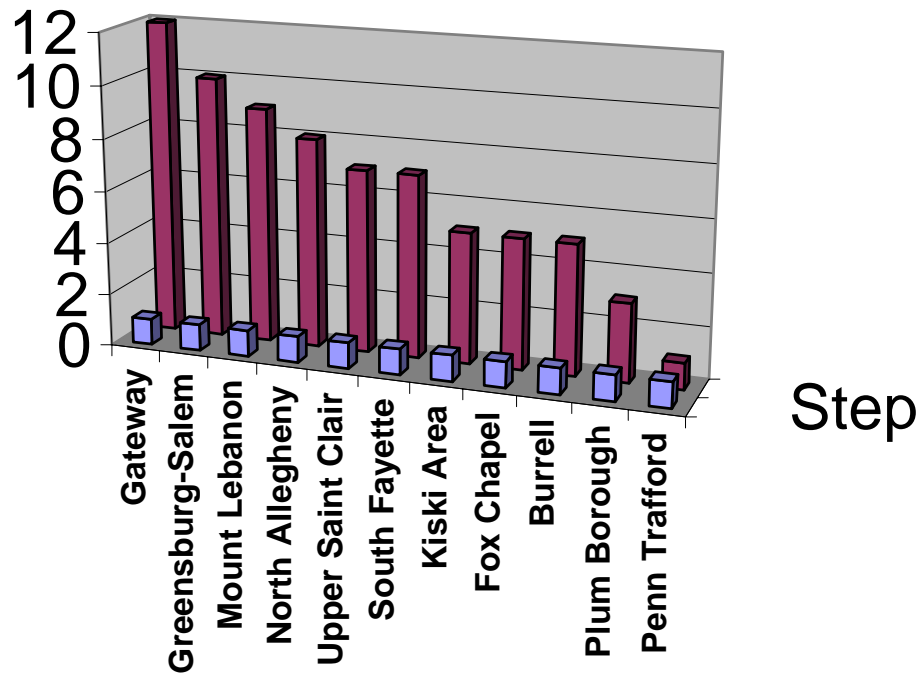
At step 10, the inequity becomes even more blatant.



Only at the career rate (Step 17) does the Franklin Regional scale begin to reflect its academic success. Nonetheless, Franklin Regional teachers are still worse off than most of their counterparts.

A Comparison of Starting Salaries

■ Step
 ■ First FR Step Worth This Amount

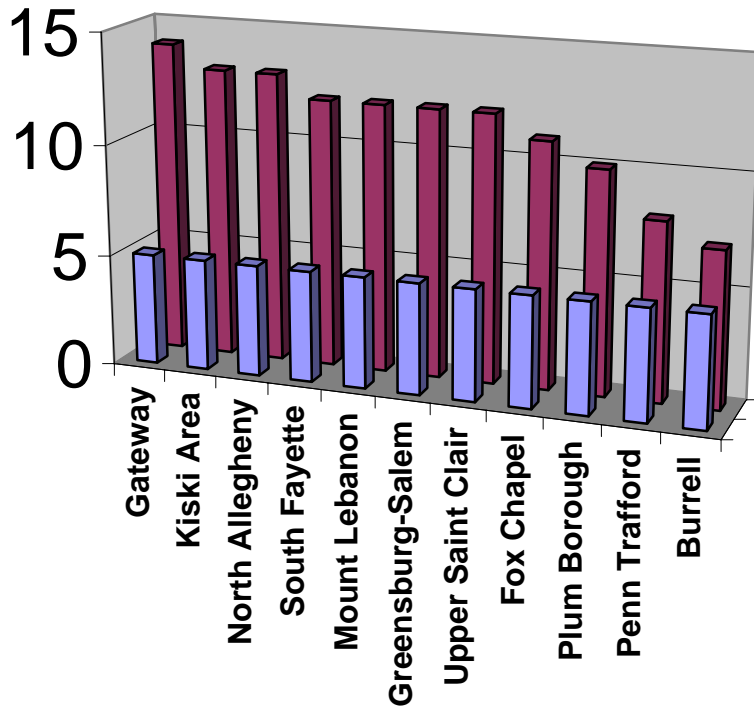


School District

Perhaps the following series of charts best illustrate current inequities. A Franklin Regional teacher with a Master's Degree will not earn the same amount of money as a first year teacher at Gateway until he/she is on step 12. A Franklin Regional teacher will not make as much as a first year teacher at Greensburg-Salem until reaching step 10. Across the rest of the chart, a Franklin Regional teacher is not compensated as much as a first year teacher at Mount Lebanon until step 9; North Allegheny, step 8; Upper Saint Clair and South Fayette, step 7; Kiski Area, Fox Chapel and Burrell, step 5; Plum Borough, step 3; Penn Trafford, step 1.

A Comparison of Step 5

■ Step
 ■ First FR Step Worth This Amount



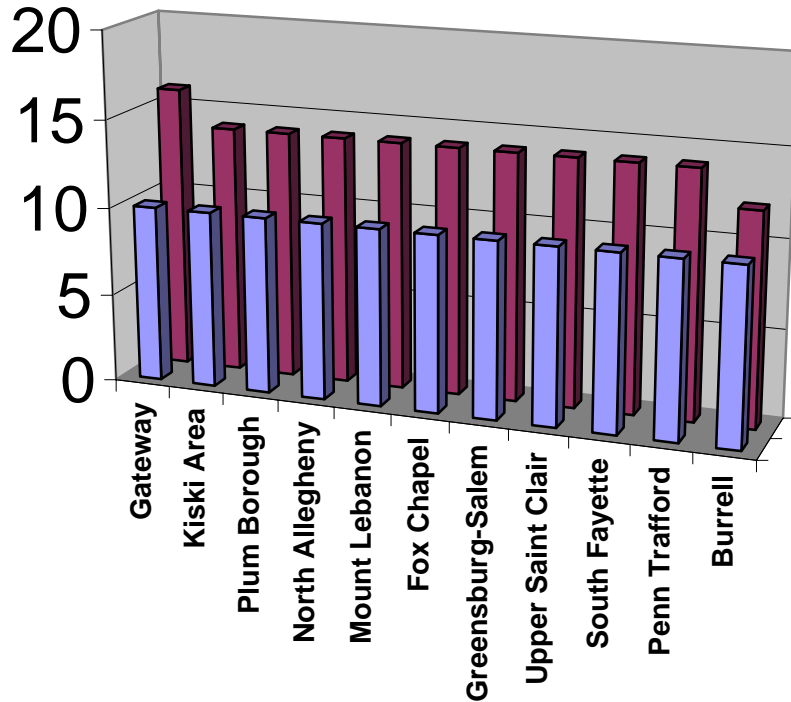
Step

School District

Here, the value of step 5 teachers at various school districts is shown in contrast to the value of steps at Franklin Regional. A Franklin Regional teacher does not earn the same amount as a Gateway teacher on step 5 until he/she reaches step 14. Across the rest of the chart, a Franklin Regional teacher is not compensated the same as a fifth year teacher at Kiski Area or North Allegheny until step 13; South Fayette, Mount Lebanon, Greensburg-Salem or Upper Saint Clair, step 12; Fox Chapel, step 11; Plum Borough, step 10; Penn Trafford, step 8; Burrell, step 7.

A Comparison of Step 10

■ Step ■ First FR Step Worth This Amount



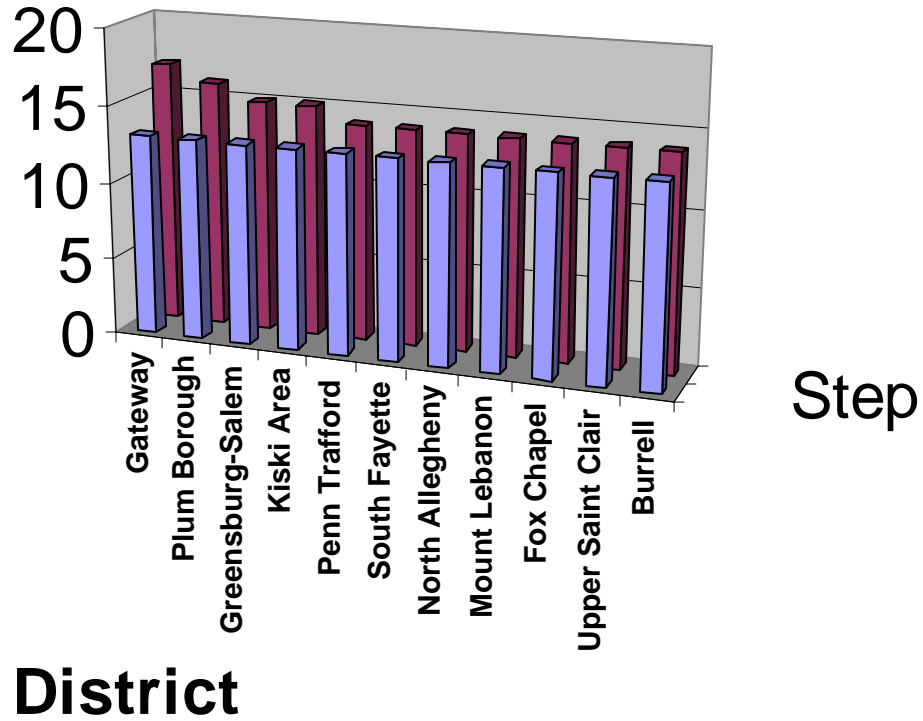
Step

School District

A Franklin Regional teacher must climb to step 16 to match the earnings of a step 10 Gateway teacher. He/She must climb to step 14 to match the earnings of a step 10 teacher at Kiski Area, Plum Borough, North Allegheny, Mount Lebanon, Fox Chapel, Greensburg-Salem, Upper Saint Clair, South Fayette, or Penn Trafford. He/She would have to reach step 12 before earning as much as a step 10 Burrell teacher.

A Comparison of Step 13

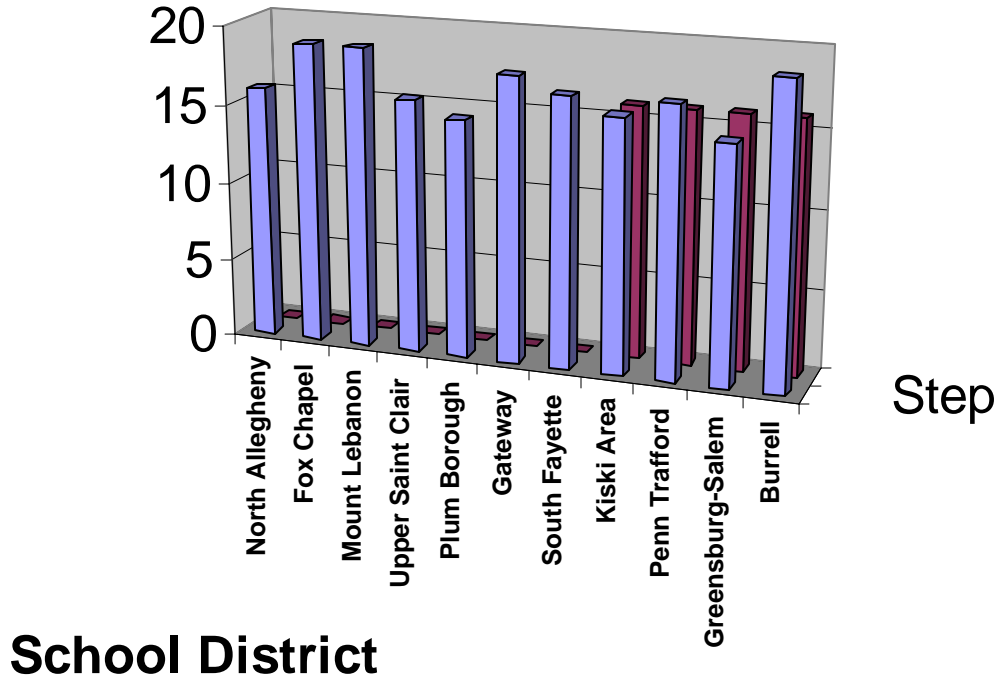
Step First FR Step Worth This Amount



Nearing a typical career midpoint, the Franklin Regional teachers are still 1-3 years behind earning the same as their counterparts.

A Comparison of Career Rates

Step First FR Step Worth This Amount



Because career rates at North Allegheny, Fox Chapel, Mount Lebanon, Upper Saint Clair, Plum Borough, Gateway, and South Fayette exceed the career rate at Franklin Regional, comparisons to those districts are impossible.